

## Human Resources

The Program has struggled through another year without a Planner (PL). Qualified applicants on the State civil service list were contacted and offered an interview with the program, however, none were interested. The program has requested another civil service list but has not yet received one. The program has also informally talked to potential candidates to inform them of the vacancy. The Planner's duties therefore continue to fall on the shoulders of the three permanent staff members.

Denis Lau, Chief of the Clean Water Branch oversees the program. His experience and knowledge in environmental health and his contacts throughout the State are often key to placing the program in the forefront of people's minds.



Denis Lau (Chief), Lawana Collier (PPC), Jessica Pepler (EHS), Susan Kubo (IPA), and Colin Tanaka (GMS)

The Public Participation Coordinator (PPC) continues to lead the program, conduct education and outreach, and assumes many of the Planner's duties. The Grants Management Specialist (GMS) has made significant improvements in the efficiency of the Program's Request for Proposals process, contract management and grant tracking. Today the Program holds contractors to higher accountability levels than has been accepted in the past. This will help to ensure projects meet their objectives within reasonable timeframes. The Environmental Health Specialist (EHS) visited project sites and worked closely with contractors to keep projects moving forward. The EHS has also been important in helping the State work toward meeting the federal conditions of the Hawaii Coastal Nonpoint Source Pollution Control Program.



Lawana Collier (PPC), Maddie Ledda (PRC Secretary), Colin Tanaka (GMS), and Jessica Pepler (EHS)

An IPA from the Natural Resources Conservation Service worked within the Program under a year long contract. She was asked to help implement the Unified Watershed Assessment program and encourage communities and agencies to develop Watershed Restoration Action Strategies. She had vast technical knowledge of best management practices (BMPs) and hands on experience working with contractors to implement and install BMPs. She contributed to the development of the draft Nonpoint Source Pollution Control rules and will be an asset to the Program as she continues to work within the State to address nonpoint source pollution.